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TRANSMITTAL SLIP		DATE 23 Nov 79
TO: PMCD		
ROOM NO.	BUILDING	
REMARKS: <i>Very:</i>		
You recently asked what the embassy attitude would be toward payment of the 13th month bonus to TCNs. That bonus is mandated by Thai labor law for indigenous personnel, and so we give it to those on the FSN scale plus locals (professionals like monitors, etc.) on the FBPG scale. Attached is the embassy's answer, which I think is instructive as an example of the rumbles you raise and risks you run in bringing TCN perks to embassy attention. Incidentally, the embassy is asking the bureau for updated FSN position descriptions		
FROM:		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241
1 FEB 55REPLACES FORM 36-8
WHICH MAY BE USED.

(47)

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Policy

for bureau jobs by 15 January. I am having those done, with care to point out areas where duties for putatively identical jobs (teletype operator, technician, etc.) differ. Our ops, e.g., have a lot more to do and need to know more (communications techniques, for example) than the embassy ops.

They haven't asked for the FBPG job descriptions, and I am not volunteering them.

Rgds,

C/Bangkok Bureau, FBIS

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DATE: October 25, 1979

memorandum

REPLY TO
ATTN OF:

- Personnel Office

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SUBJECT: Bonus Payment for TCN Personnel

TO:

Chief, Bangkok, FBIS

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The above subject was discussed with [redacted] Administrative Counselor, and [redacted] Budget & Management Officer. Some of the important points raised in our discussion were, a) a study conducted by the Budget & Management Staff indicated that FBIS TCN employees are paid salaries that run approximately 68% higher than the local Thai salaries, b) FBIS TCN employees are paid educational and quarters allowances as well as TLA when it is appropriate, c) we have learned that many organizations and firms hiring expatriates locally, pay them on the local Thai salary scale.

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The General Consensus of the discussion was that FBIS TCN employees are paid appropriate salaries which take into consideration their status with the mission. A year end bonus payment for FBIS TCN employees would not be appropriate in the compensation plan.



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OPTIONAL FORM NO. 10
(REV. 7-76)
GSA FPMR (41 CFR) 101-11.6
5010-112